



**Client:** Federal Bureau of Investigation

**Project:** Z-Card Pocket Guide

**Project #:** 17FBI041

**Deliverable:** Final Draft Creative Brief

**Date:** November 14, 2016

### ***Background***

Live events continue to be important tools in the FBI Applicant Coordinators (ACs) recruitment strategy. A live event allows interaction with potential candidates to learn about the exciting and diverse career paths within the FBI.

However, as technology advances, large print materials are being phased out in place of small, information-intensive pieces for ACs to distribute to event attendees. Pocket-sized Z-Cards are great vehicles for this as they provide a handy, lightweight format using a 3.5" by 5" accordion-fold design. This allows room for extensive content and images on both the front and back, offering ease of use and a less cumbersome option to promote the agency instead of a large-format brochure.

### ***Objective***

- Provide ACs with a small, handy, brochure-type printed piece that promotes the career options within the agency and offers comprehensive information about FBI roles and responsibilities, eligibility and hiring and physical requirements.
- Design the piece to hand out to potential applicants at live events without having to weigh them down with cumbersome materials.

### ***Strategy***

- Design an accordion-fold, pocket-sized comprehensive brochure to distribute that is lightweight and offers quick access to information.

### ***Audience***

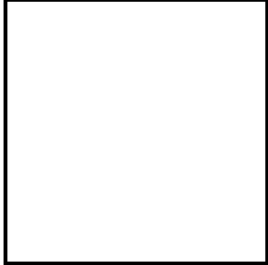
The FBI audience strategy is complex, and includes targeting based on subject matter expertise, familiarity with the FBI and stage of life. The target audience is 18- to 34-year-old professionals who are passionate about and have experience or education in the following subjects:

- Computers/Network Administration/Computer Engineering
- Information Technology
- Management Consulting
- Accounting
- Finance
- Security
- Science
- Engineering
- Others as needed.

***Tactics***

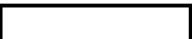



HORNE will deliver two “look and feel” cover options based on the new website design and the existing creative campaign: “A Career Like No Other.”

***Subject Matter Experts***

A large rectangular box with a black border, used to redact information.

b6

***RACI List***

- Responsible: HORNE
- Accountable: 
- Consult:  and 
- Informed:
  - 
  - 
  - 
  - 
  -

b6

***Final Approving Authority***

A rectangular box with a black border, used to redact information.

b6

### ***Copy/Content Message Background***

#### **KEY CHALLENGE(S)**

- Lack of awareness of the diversity of career options available at the FBI.
- Lack of knowledge of the rigorous selection process and the requirements to apply.
- FBI cannot compete on salary, so the main point of differentiation from the private sector is the mission.

#### **EMPLOYEE VALUE PROPOSITION (EVP):**

**The FBI stays ahead of the threats through leadership, agility and integration.**

The key pillars/messages for FBI's overall strategic plan for the next three to five years:

Capability:

- Focus on Leadership in Every Aspect of the FBI
- Incorporate Intelligence in All We Do
- Enhance Cyber Capabilities
- Improve Organizational Agility
- Strengthen Partnerships

Technology:

- Improve Information Technology
- Deploy Innovative Solutions

Talent:

- Promote a Culture of Transparency and Accountability
- Transform Recruitment and Hiring
- Improve Workforce Development
  - Focus on Diversity, Skill Gaps and Leadership
  - Attract and Retain Better Talent

Stewardship:

- Improve Stewardship of Resources

#### **EMPLOYER BRAND CHARACTER**

- This is a career like no other!
- As the foremost domestic, intel-driven agency, FBI hires only the best and the brightest. Our intelligence, background, experiences and attitude are what make us the FBI.
- If working for a mission-driven organization and having a fulfilling and varied career is important to you, the FBI is the place for you. You can have multiple careers inside of FBI. The first step is getting in.
- Our mission is to hire the right people who will help us get ahead of threats.
- Our mission is to protect the American people and we do this in many ways.

#### **EMPLOYER BRAND COMPETITORS**

The FBI's competitors and what's important to know about them:



- NSA: “Where Intelligence Goes to Work” — Similar positions, multiple analysts, engineers, cyber and mathematicians.
- CIA: “We Hire Amazing People. Like You.” Aggressive in pursuing STEM and cyber security experts.
- Lockheed Martin: “You are Meant to Make a Difference.” Aggressive in pursuing linguists, intelligence analysts and cyber security experts.
- MITRE: “Use Your Skills and Passion to Build a Career.” Hiring analysts, cybersecurity, IT and engineers.

### ***Copy/Content Message***

- Background information: Current FBI — A Career Like No Other brochure.
- Word count (TBD) — Standard word count for a Z-Card front: up to 2,000 words with photos; back: up to 2,000 words). NOTE: Because this piece needs to immediately attract a potential candidate’s attention and, because of its extensive size (when opened), rely on infographics and bullet points to convey the brand message, which will reduce the word count and provide visual direction and appeal.
- Tone — Inspiring, refer back to employer brand character background listed above.
- Infographics — Use infographics as much as possible to represent the content graphically. For example, for career paths, use a split image of a person identifying his or her career path on one side (Special Agent, Intelligence Analyst, Linguist, Accountant, etc.) and his or her specialty (STEM, Cyber, etc.) on the other side. The point is to show that anyone with any background can go into each of these career paths/specialties at the FBI.)
- Mission Priorities:
  - Protect the United States from terrorist attacks.
  - Protect the United States against foreign intelligence operations and espionage.
  - Protect the United States against cyber-based attacks and high-technology crimes.
  - Combat public corruption at all levels.
  - Protect civil rights.
  - Combat transnational/national criminal organizations and enterprises.
  - Combat major white-collar crime.
  - Combat significant violent crime.

### ***Content Outline***

- 1) Background and milestones of the FBI. [COPY: Refer to the strategy snapshot pyramid.]
  - Mission and Vision
  - Why the agency was formed.
  - Timeline: <https://www.fbi.gov/history/timeline>
- 2) Career Paths — Matching attributes of candidate character, experience requirements broken down, opportunities for growth (educational background desired, years experience needed, where it could take you within the FBI) and other pertinent information.
  - Disqualifiers as it applies to all career paths and specialties, where needed.
  - Operations and Intelligence:
    - Special Agents



- Intelligence Analysts
  - Language Analyst
  - Surveillance
  - Specialized Career Paths:
    - STEM
    - Arts and Communications
    - Accounting and Finance
    - Business Analysis and Administration
    - Facilities and Logistics
    - Legal
    - Medical and Counseling
    - Police and Security
  - Students and Internships
- 3) Locations — Field offices, Headquarters.
- 4) Hiring Process
- 5) FBI Employee Life — Exciting opportunities/experiences/advantages.

***Creative Requirements***

- Size: Z-Card accordion fold (folded: 3.5 x 5”; Flat: 31.25 x 13.25”; two-sided).
- Print
- Four-color.
- Full bleeds.
- 508 pdf for use on the website.
- Photos
- Follow the new campaign that has been adapted from FBI’s *A Career Like No Other*.
- **[LOGOS]**  
FBI Seal

FACEBOOK [www.facebook.com/fbi](http://www.facebook.com/fbi)  
TWITTER [twitter.com/FBIJOBS](http://twitter.com/FBIJOBS)  
YOUTUBE [www.youtube.com/user/fbi](http://www.youtube.com/user/fbi)  
LINKEDIN [www.linkedin.com/company/fbi](http://www.linkedin.com/company/fbi)

**[DISCLAIMER]**

<https://www.fbijobs.gov/equal-opportunity>

***Technical Requirements***

- 508-compliant version required for eventual inclusion on the FBIJOBS.gov website (TBD).

***How the client will use the Deliverable: (TBD)***

Primary use — print

ACs will pass out the Z-Card at live events.

***Schedule***



Task	Plan Start	Plan Complete
Creative Brief	10/24/2016	11/9/2016
Copy	11/15/2016	12/14/2016
Layout	12/15/2016	1/16/2017

*NOTE: The following is the final, government-approved schedule for completion of this project on time and on budget. Delays or changes due to government action or inaction may impact schedule and cost.*

CAREER PATHS AT THE FBI

A Career Like No Other

At the FBI, we do complex work to achieve a simple mission: protect the American people and uphold the US Constitution. Today, that translates to multiple careers for people with diverse backgrounds who all work to keep their communities and the nation safe.

Operations and Intelligence Careers

Special Agents

- » Investigate over 200 different categories of violations related to national security and federal law.
- » Investigations can include bank robberies, terrorism, corruption, cyber-crime, organized crime, espionage, drug trafficking and more.
- » Never a typical workday — may be called upon to follow a specific individual or group of people and observe their activities for an extended period of time.

BACK COVER

Intelligence Analysts

- » Analyze information and make recommendations.
- » Knowledge and strategies help identify and combat threats.
- » Collaborative networks with state, local and federal partners and with members of the Intelligence Community help mitigate risks before they happen.

Language Analysts

- » Knowledge of other cultures and languages can help protect the nation against threats.

- » Work with a team to defend the country against foreign counterintelligence threats, cases of corruption, espionage, cybercrime and other unlawful offenses.

- » All FBI Linguists begin their careers as Contract Linguists.

Surveillance

- » Gather intelligence to identify domestic and international threats.
- » Work alongside case agents to discreetly gather intelligence in support of ongoing counterterrorism, foreign counterintelligence and criminal investigations.
- » Work in a team environment outside of a typical, ordinary office setting.

Specialized Career Paths

Science, Technology, Engineering and Mathematics (STEM)

- » Work with advanced technologies to address unique investigative and intelligence challenges not found in the private sector.
- » Expertise applies to accounting, forensic science, computer technology, cyber security, electronics, economics, finance, biometrics, encryption, data science, information technology, mathematics, chemistry, computer forensics, biology and more.
- » Primarily work within the Laboratory Division, Operational Technology Division, Cyber Division, Criminal Justice Information Services (CJIS) Division and the Information Technology Branch.

Arts and Communication

- » Degrees in arts and communications fields lend their creative skills to remedy practical problems within FBI operations.
- » Support the mission of keeping the US safe through clear communications; strong, impactful visuals; and much more.
- » Career fields vary in scope but generally fall into the following categories: Audio-visual; photography, communications; and graphic and physical design.

Accounting and Finance

- » Manage interagency funds across Bureau departments.
- » Accomplishing investigative goals by following the money trails of organized crime units.
- » Two tracks. The first track is administrative— dealing with customer-focused and departmental jobs in finance, accounting, fiscal planning, reporting and budgeting. The second deals with accounting skills in the intriguing and complex investigative capacity of forensic accounting.

Business Analysis and Administration

- » Provide support to the highest levels of the FBI.
- » Boost efficiency and are the backbone of our organization.
- » Wide range of professional functions, ranging from executive assistants to management consultants.

Facilities and Logistics

- » Maintain and support the operations of FBI infrastructure and facilities.
- » Provide program support for the FBI's facility management, acquisition, construction and renovation activities.
- » Logistical support through mail services, warehousing/freight services, telecommunications services, printing and graphics services, security electronics, professional media services, IT infrastructure support and vehicles to all FBI customers.

Legal

- » Advise the FBI on international and domestic law enforcement and intelligence investigations.
- » Work with FBI employees at all levels, advising on a broad spectrum of legal and legislative challenges affecting international and domestic law enforcement and intelligence operations, investigations and policies.
- » Legal professionals have the opportunity to use their skill sets to become Special Agents and Intelligence Analysts.

Medical and Counseling

- » Use expertise to aid operations and ensure FBI personnel are prepared physically.
- » Special Agent Paramedics, Occupational Health Nurses, Employee Assistance Counselors and Mental Health Assessment Specialists possess unique knowledge, skills and experiences that are highly valued by the FBI.
- » Work in settings throughout FBI operations—both in the office as well as in the field - to protect the American people.

Police and Security

- » FBI police and security professionals work together to keep FBI employees safe.
- » Administer security programs.
- » Establish procedures for processing security requests and provide security training to the workforce.

INFOGRAPHIC OF 3 POSSIBLE CAREER PATH OPTIONS? OR HOWEVER WE CHOOSE TO SHOW THIS...

CORE VALUES [BANNER OR SIMILAR SPANNING THE GRAPHIC]

RESPECT, FAIRNESS, COMPASSION, ACCOUNTABILITY, INTEGRITY, LEADERSHIP, RIGOROUS OBEDIENCE TO THE CONSTITUTION, DIVERSITY

FRONT COVER

FBI'S MISSION, VISION, PRIORITIES

Mission

The mission of the FBI is to protect the American people and uphold the Constitution of the United States.

Vision

Ahead of the threat through leadership, agility and integration.

Priorities

- » Protect the United States from terrorist attack.
- » Protect the United States against foreign intelligence operations and espionage.
- » Protect the United States against cyber-based attacks and high-technology crimes.
- » Combat public corruption at all levels.
- » Protect civil rights.
- » Combat transnational/ national criminal organizations and enterprises.
- » Combat major white-collar crime.
- » Combat significant violent crime.

In addition to FBI headquarters, located in Washington, DC, there are 56 FBI field offices located in major metropolitan centers across the United States. Each covers a defined geographic region and is responsible for all FBI operations in that region.

Additionally, the FBI has international offices around the globe. These offices — called legal attaché or legats — are located in US embassies.

Headquarters: Washington, DC

Field offices:

- |                 |                  |
|-----------------|------------------|
| Albany, NY      | Cincinnati, OH   |
| Albuquerque, NM | Cleveland, OH    |
| Anchorage, AK   | Columbia, SC     |
| Atlanta, GA     | Dallas, TX       |
| Baltimore, MD   | Denver, CO       |
| Birmingham, AL  | Detroit, MI      |
| Boston, MA      | El Paso, TX      |
| Buffalo, NY     | Honolulu, HI     |
| Charlotte, NC   | Houston, TX      |
| Chicago, IL     | Indianapolis, IN |

FBI: LOCATIONS IN THE US

- |                  |                 |
|------------------|-----------------|
| Jackson, MS      | Miami, FL       |
| Jacksonville, FL | Milwaukee, WI   |
| Kansas City, MO  | Minneapolis, MN |
| Knoxville, TN    | Mobile, AL      |
| Las Vegas, NV    | New Haven, CT   |
| Little Rock, AR  | New Orleans, LA |
| Los Angeles, CA  | New York, NY    |
| Louisville, KY   | Newark, NJ      |
| Memphis, TN      | Norfolk, VA     |

- |                    |                   |
|--------------------|-------------------|
| Oklahoma City, OK  | San Antonio, TX   |
| Omaha, NE          | San Diego, CA     |
| Philadelphia, PA   | San Francisco, CA |
| Phoenix, AZ        | San Juan, PR      |
| Pittsburgh, PA     | Seattle, WA       |
| Portland, OR       | Springfield, IL   |
| Richmond, VA       | St. Louis, MO     |
| Sacramento, CA     | Tampa, FL         |
| Salt Lake City, UT |                   |

EMPLOYMENT ELIGIBILITY

Disqualifiers

To meet eligibility requirements for employment, you must not violate any of the below employment disqualifiers:

- » Non-US citizenship.
- » Conviction of a felony (**Special Agent candidates only**: conviction of a domestic violence misdemeanor or more serious offense).
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the US Government.
- » Failure of an FBI-administered urinalysis drug test.
- » Failure to register with the Selective Service System (for males only, exceptions apply).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the US government by force.
- » Failure to pay court ordered child support.
- » Failure to file federal, state or local income tax returns.

Next Steps

Once you have received and accepted a conditional job offer, the FBI will initiate an intensive background investigation. The preliminary employment requirements include:

- » Polygraph examination.
- » Test for illegal drug use.
- » Credit and records checks.
- » Extensive interviews with former and current colleagues, neighbors, friends, professors, etc.

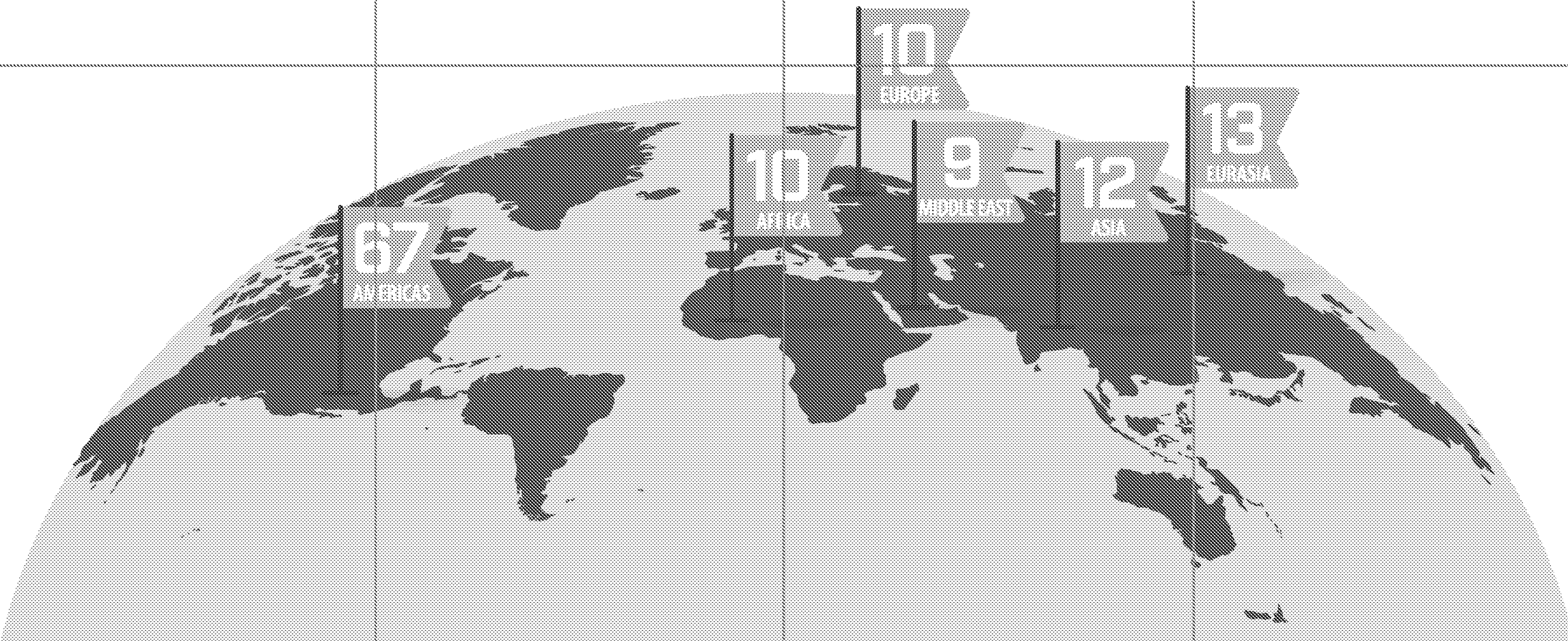
EMPLOYEE LIFE: WE ARE ONE FBI

The FBI is an organization like no other. We strive to protect American citizens while upholding the Constitution of the United States, both at home and abroad.

A career at the FBI provides the opportunity to work among the best. We have more than 35,000 special agents and professional staff who work across the globe to protect the United States from terrorism, espionage, cyberattacks and major criminal threats.

While there are dozens of career paths from which to choose, we are one FBI. That means we have a diverse, inclusive culture of employees from all walks of life. We provide a career like no other and that means our principles and values set us apart from traditional Fortune 500 companies. You can feel like you are a part of something bigger, something that helps save lives and keep America safe.

At the FBI, you will have unique opportunities. We will challenge, support and encourage you to forge a career path with other dedicated employees working for the same critical mission. In this way, we are one family — one FBI.



APPLYING AT-A-GLANCE

1. Register for an account at FBIjobs.gov.

4. Fill in all application sections.

2. Search for a job posting at apply.fbijobs.gov.

5. Add required and optional documents.

3. Complete Pre-application Questionnaire. (Special Agent applicants must complete the Self-Physical Fitness Test (PFT) and input their results in the application.)

6. Submit!

TIMELINE W/VARIOUS EVENTS CALLED OUT LARGER

1908 Creation of a special agent force within the US Department of Justice.

1909 Attorney General George W. Wick-

ersham named this force the Bureau of Investigation (BOI).

1935 Agency officially became the Federal Bureau of Investigation at

the beginning of Fiscal Year 1936.

1941 FBI seal, as currently depicted, came into limited use at this time. The prior

1950 The FBI initiated the Ten Most

Wanted Fugitives Program in order to draw national attention to dangerous criminals who have avoided capture.

1963 Lee Harvey Oswald assassinated President John F. Kennedy in Dallas, TX. President Lyndon B. Johnson ordered the FBI to investigate the murder.

1968 James Earl Ray assassinated Dr. Martin Luther King, Jr. in Memphis, TN. The FBI opened a special investigation based on the violation of Dr. King's civil rights

so that federal jurisdiction in the matter could be established.

1975 The J. Edgar Hoover FBI Building was for-

mally dedicated.

1987 Fawaz Younis became the first suspected foreign terrorist arrested by the Bureau for

a crime perpetrated against Americans on foreign soil. In March 1989, a US District Court sentenced Younis to 30 years for the hijacking of a Jordanian plane carrying

two Americans.

1997 The FBI announced its new National DNA Index System (NDIS). NDIS allows forensic

science laboratories to link serial violent crimes to each other and to known sex offenders through the electronic exchange of DNA profiles.

September 11, 2001 Following the massive terrorist attacks against New York and Washington, the FBI dedicated 7,000 of its 11,000 special agents

and thousands of FBI support personnel to the investigation.

2011 President Barack Obama announced

that Osama bin Laden — a Most Wanted terrorist and the mastermind of the 9/11 attacks — had been killed in Pakistan by US forces.

2013 James B. Comey was sworn in as Director of the FBI.

?

WHAT WILL YOUR IMPACT BE?



The Federal Bureau of Investigation's (FBI) mission is to protect the American people and uphold the Constitution of the United States. We defend the rights of citizens from all enemies, both foreign and domestic.

Whether behind the scenes or on the front lines, all FBI employees work toward the same critical mission in a career truly unlike any other. In this way, we are one FBI.

Here's a look at life inside the FBI. Join us!

## Our Vision

Ahead of the threat through leadership, agility and integration.

## Our Priorities

**Protect** the United States from terrorist attacks.

**Protect** the United States against foreign intelligence operations and espionage.

**Combat** public corruption at all levels.

**Combat** major white-collar crime.

**Combat** significant violent crime.

**Combat** transnational/national criminal organizations and enterprises.



**Protect** civil rights.

**Protect** the United States against cyber-based attacks and high-technology crimes.

## Our Culture: More than Expected

We have a diverse culture of employees who make us one unified family — with some cool perks.

### EMPLOYEE LIFE



**Family and Youth Mentorship:** We support families and employees through activities and events focused on literacy, volunteering, diversity and inclusion.



**Community:** We foster a sense of community through activities such as 5Ks, Breast Cancer Awareness programs and a Crisis Response K-9 Calendar.



**Advocacy and Integrity:** We support and advocate for victims and employees at all times.



**Inclusive and Resolute:** We're open-minded, honest, steadfast and accountable in everything we do.



**Recognition:** We recognize employee growth and accomplishment through award and incentive programs.



**Training and Support:** We invest in our employees through student loan repayment, training and continuing education programs.



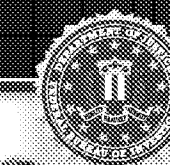
**Collateral Duties:** We encourage employees to contribute to our mission by participating in operational training activities and joining our Evidence Response Teams.



**Leadership Development:** We foster leaders at all levels through leadership and supervisor development programs.

**OUR core VALUES:** Rigorous Obedience to the Constitution • Respect • Compassion • Fairness • Integrity • Accountability • Leadership • Diversity

## FBI CAREERS



**A CAREER LIKE NO OTHER**

*Doing good for a living is a different way to lead your life. It's not about the money, it's about accomplishing something good for people who need you. That's what it means to do work with moral content.*

## Career Paths at the FBI

### A Career Like No Other

At the FBI, we do complex work that translates to multiple careers for people with diverse backgrounds.

### Operations and Intelligence Careers

- » Special Agents
- » Intelligence Analysts
- » Contract Linguists
- » Surveillance Specialists

### Specialized Careers

- » Science, Technology, Engineering and Mathematics (STEM)
- » Arts and Communication
- » Accounting and Finance
- » Business Analysis and Administration
- » Facilities and Logistics
- » Legal
- » Medical and Counseling
- » Police and Security

## Applicant Process

If you're inspired by our mission and excited to start a career like no other, here's what you need to know about the application process.

### STEP 1

#### INFORM & APPLY

Visit [FBIjobs.gov](http://FBIjobs.gov) to view careers and open positions.

### STEP 2

#### INTERVIEW & SELECTION

The hiring process varies depending on the job. For careers like Special Agent or Intelligence Analyst, the hiring process can take a year or more.

### STEP 3

#### CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, candidates will undergo an extensive background investigation, including:

- » Polygraph examination.
- » Interviews with former and current colleagues, neighbors, friends, etc.
- » Drug test.
- » Credit and records checks.

### STEP 4

#### FINAL JOB OFFER & ONBOARDING

Once accepted, all new employees attend Quantico for a short new employee introduction course. Employees in Special Agent, Intelligence Analyst, or other positions will remain at Quantico for job-related training.

## Employment Eligibility

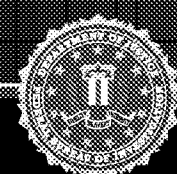
### Minimum Qualifications

- You must:
- » Be a U.S. citizen.
  - » Be able to obtain a Top-Secret Clearance.
  - » Possess a valid driver's license.

### Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.

- » Failure of an FBI-administered urinalysis drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file federal, state or local income tax returns.



FIND US:

[FBIJOBS.GOV](http://FBIJOBS.GOV)

[@FBIJOBS](https://www.facebook.com/FBI)

[FACEBOOK.COM/FBI](https://www.facebook.com/FBI)

[LINKEDIN.COM/COMPANY/FBI](https://www.linkedin.com/company/FBI)

The FBI is an equal opportunity employer.



# A Moment in Time: The Boston Marathon Bombing

APRIL 15, 2013

Rarely is an entire organization — nearly every department, at virtually every level — called upon to respond to a single critical situation. As the lead agency investigating the Boston Marathon bombings, the FBI's response was immediate and enormous.

This infographic illustrates how FBI employees worked as one team across departments and offices to accomplish their mission.

## LEGATS (FBI INTERNATIONAL OFFICES)

**Actions Taken**  
Coordinated with international law enforcement partners to share information from the investigation.

**Positions Involved**

- » Special Agents
- » Intelligence Analysts

## BOSTON FIELD OFFICE

**Actions Taken**  
Lead the investigation and incident response; engaged with public- and private-sector partners to track the suspects; locked down areas of Boston; and conducted victim counseling, assistance and witness interviews.

**Positions Involved**

- » Special Agents
- » Intelligence Analysts
- » Forensic Accountants
- » Computer Scientists
- » Staff Operations Specialists
- » IT Specialists — Forensic Examiners
- » Electronics Surveillance Operations Technicians
- » Forensic Photographers
- » WMD Coordinator
- » Evidence Response Team
- » Special Agent Bomb Technicians
- » Special Weapons and Tactics

## CRIMINAL INVESTIGATIVE DIVISION

**Actions Taken**  
Cellular Analysis Survey Team (CAST) conducted site surveys to identify cell towers to determine the location of suspects at the Marathon.

**Position Involved**

- » Special Agents

## OFFICE OF VICTIM ASSISTANCE

**Actions Taken**  
Counseled victims and their families and conducted witness interviews.

**Positions Involved**

- » Victim Specialists
- » Psychologists
- » Employee Assistance Counselors

## DIRECTORATE OF INTELLIGENCE

**Actions Taken**  
Translated testimonials from victims. Provided analysis and translation as needed.

**Positions Involved**

- » Language Analysts
- » Intelligence Analysts

## OPERATIONAL TECHNOLOGY DIVISION

**Actions Taken**  
Pulled data submitted by the public and businesses to search for anomalies and conducted a thorough review of suspects' electronic devices.

**Positions Involved**

- » Intelligence Analysts
- » Electronics Surveillance Operations Technicians
- » Computer Scientists
- » IT Specialists — Forensic Examiners
- » Electronics Engineers

## NEW YORK & WASHINGTON FIELD OFFICES

**Actions Taken**  
Counterterrorism squads worked to identify any potential additional threats in these areas.

**Positions Involved**

- » Special Agents
- » Intelligence Analysts
- » Staff Operations Specialists

## COUNTERTERRORISM DIVISION

**Actions Taken**  
Managed the investigation, deployment of resources and incident response across the country.

**Positions Involved**

- » Special Agents
- » Intelligence Analysts
- » Management and Program Analysts
- » Staff Operations Specialists

## FINANCE DIVISION

**Actions Taken**  
Coordinated budgets to allow for deployments to Boston as necessary.

**Positions Involved**

- » Budget Analysts
- » Accountants

## HUMAN RESOURCES DIVISION

**Actions Taken**  
Office of Medical Services ensured the health and well-being of FBI personnel at the scene.

**Position Involved**

- » Operational Nurses

## LABORATORY DIVISION

**Actions Taken**  
Bomb fragments were analyzed to identify the chemical makeup of the explosives.

**Positions Involved**

- » Cryptanalysts
- » Chemists
- » Incendiary/Explosive Devices Analyst

## OFFICE OF GENERAL COUNSEL

**Actions Taken**  
Provided legal counsel on investigative efforts.

**Position Involved**

- » General Attorneys

## OFFICE OF PUBLIC AFFAIRS

**Actions Taken**  
Worked with local and national media to publicize the suspects' images, distribute press releases and encourage the public to submit tips and information to the FBI.

**Positions Involved**

- » Public Affairs Specialists
- » Writers/Editors

# ONE FBI

## FBI: A Brief History

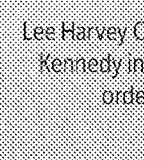
The FBI has a long and dynamic history of cases and activities that have helped shape our country's narrative. This timeline highlights several of the events that have helped the FBI become the national security and law enforcement agency it is today.



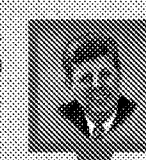
1924 J. Edgar Hoover appointed as FBI Director. Begins "G-Men" and gangster era.



1935 The agency officially became the Federal Bureau of Investigation at the beginning of Fiscal Year 1936.



1963 Lee Harvey Oswald assassinated President John F. Kennedy in Dallas. President Lyndon B. Johnson ordered the FBI to investigate the murder.

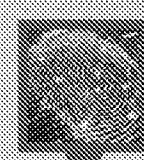
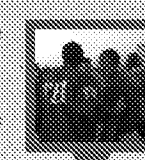


1968 James Earl Ray assassinated Dr. Martin Luther King, Jr. in Memphis. The FBI opened a special investigation based on the violation of Dr. King's civil rights so that federal jurisdiction in the matter could be established.



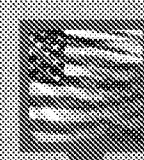
1981 John Hinckley Jr. shot and wounded President Ronald Reagan, his press secretary, a Secret Service agent, and a Washington, D.C. police officer. The FBI investigation determined Hinckley acted alone.

2001 Following the massive terrorist attacks in New York and Washington, D.C. on September 11<sup>th</sup>, the FBI dedicated 7,000 of its 11,000 Special Agents and thousands of FBI support personnel to the investigation.



2006 The FBI created its Biometric Center of Excellence (BCOE) to explore and advance the use of new and enhanced biometric technologies and capabilities for integration into operations.

2014 The FBI indicted five Chinese military hackers for computer hacking, economic espionage and other offenses directed at American nuclear power, metals and solar products industries.



1929-1931



Investigations into the notorious mob boss Al Capone resulted in several jail sentences.

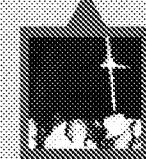
The FBI initiated the Ten Most Wanted Fugitives Program in order to draw national attention to dangerous criminals who have avoided capture.

1950



Ku Klux Klan (KKK) members burned and buried the bodies of three civil rights workers in Philadelphia, MS. The FBI's subsequent "Mississippi Burning" investigation helped convict eight men — including a deputy sheriff and the Imperial Wizard of the Ku Klux Klan.

1964



1972 A break-in at the headquarters of the Democratic National Committee (Watergate) caused the FBI to become involved in one of the most politically sensitive investigations in the FBI's history. It led to President Nixon's resignation.

The FBI announced its new National DNA Index System (NDIS). NDIS allows forensic science laboratories to link serial violent crimes to each other and to known sex offenders through the electronic exchange of DNA profiles.

1997



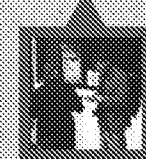
Hours after Hurricane Katrina struck New Orleans, 500 agents and other personnel from around the country helped secure the city, answer emergency calls, patrol the streets, conduct search and rescue operations and identify victims.

2005



Ten Russian spies were arrested after a decade-long FBI investigation into a Russian effort to develop sources of information in U.S. policy-making circles.

2010



President Barack Obama's administration released PPD-41, giving the FBI's National Cyber Investigative Joint Task Force (NCIJTF) the lead on the federal government's cyber threat response activities.

2016



# ?

WHAT WILL  
YOUR  
IMPACT BE?  
JOIN US & FIND OUT.  
FBIJOBS.GOV